



General Assembly

January Session, 2015

***Raised Bill No. 1038***

LCO No. 4123



Referred to Committee on LABOR AND PUBLIC  
EMPLOYEES

Introduced by:  
(LAB)

***AN ACT ALLOWING FOURTEEN-YEAR-OLDS TO BE EMPLOYED AS  
REFEREES, UMPIRES AND OFFICIALS OF YOUTH ATHLETIC  
PROGRAMS.***

Be it enacted by the Senate and House of Representatives in General  
Assembly convened:

1 Section 1. Section 31-23 of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective October 1, 2015*):

3 (a) No minor under sixteen years of age shall be employed or  
4 permitted to work in any manufacturing, mechanical, mercantile or  
5 theatrical industry, restaurant or public dining room, or in any  
6 bowling alley, shoe-shining establishment or barber shop, provided  
7 the Labor Commissioner may authorize such employment of any  
8 minor between the ages of fourteen and sixteen who is enrolled in (1) a  
9 public school in a work-study program as defined and approved by  
10 the Commissioner of Education and the Labor Commissioner or in a  
11 program established pursuant to section 10-20a, or (2) a summer work-  
12 recreation program sponsored by a town, city or borough or by a  
13 human resources development agency which has been approved by  
14 the Labor Commissioner, or both, and provided the prohibitions of

15 this section shall not apply to any minor over the age of fourteen who  
 16 is under vocational probation pursuant to an order of the Superior  
 17 Court as provided in section 46b-140 or to any minor over the age of  
 18 fourteen who has been placed on vocational parole by the  
 19 Commissioner of Children and Families.

20 (b) (1) Notwithstanding the provisions of subsection (a) of this  
 21 section, a minor who has reached the age of fourteen may be employed  
 22 or permitted to work as a caddie or in a pro shop at any municipal or  
 23 private golf course [, and a] or as a youth athletic program referee,  
 24 umpire or official, provided such minor is certified as a referee, umpire  
 25 or official by a national certification program, such minor is a referee,  
 26 umpire or official for an age bracket younger than such minor's own  
 27 age and the minor works with a person who is eighteen years of age or  
 28 older. A minor who has reached the age of fifteen may be employed or  
 29 permitted to work in any mercantile establishment, as a bagger, cashier  
 30 or stock clerk, [, provided such employment is] Employment for any  
 31 minor fourteen or fifteen years of age shall be (A) limited to periods of  
 32 school vacation during which school is not in session for five  
 33 consecutive days or more except that such minor employed in a retail  
 34 food store may work on any Saturday during the year; (B) for not more  
 35 than forty hours in any week; (C) for not more than eight hours in any  
 36 day; and (D) between the hours of seven o'clock in the morning and  
 37 seven o'clock in the evening, except that from July first to the first  
 38 Monday in September in any year, any such minor may be employed  
 39 until nine o'clock in the evening. (2) (A) Each person who employs a  
 40 fourteen-year-old minor as a caddie or in a pro shop at any municipal  
 41 or private golf course or as a youth athletic program referee, umpire or  
 42 official pursuant to this section shall obtain a certificate stating that  
 43 such minor is fourteen years of age or older, as provided in section 10-  
 44 193, and (B) each person who employs a fifteen-year-old minor in any  
 45 mercantile establishment pursuant to this subsection shall obtain a  
 46 certificate stating that such minor is fifteen years of age or older, as  
 47 provided in section 10-193. Such certificate shall be kept on file at the  
 48 place of employment and shall be available at all times during business

49 hours to the inspectors of the Labor Department. (3) The Labor  
50 Commissioner may adopt regulations, in accordance with the  
51 provisions of chapter 54, as the commissioner deems necessary to  
52 implement the provisions of this subsection.

53 (c) No minor under the age of eighteen years shall be employed or  
54 permitted to work in any occupation which has been or shall be  
55 pronounced hazardous to health by the Department of Public Health  
56 or pronounced hazardous in other respects by the Labor Department.  
57 This section shall not apply to (1) the employment or enrollment of  
58 minors sixteen years of age and over as apprentices in bona fide  
59 apprenticeship courses in manufacturing or mechanical  
60 establishments, technical high schools or public schools, (2) the  
61 employment of such minors who have graduated from a public or  
62 private secondary or technical high school in any manufacturing or  
63 mechanical establishment, (3) the employment of such minors who are  
64 participating in a manufacturing or mechanical internship in any  
65 manufacturing or mechanical establishment, or (4) the enrollment of  
66 such minors in a cooperative work-study program approved by the  
67 Commissioner of Education and the Labor Commissioner or in a  
68 program established pursuant to section 10-20a. No provision of this  
69 section shall apply to agricultural employment, domestic service, street  
70 trades or the distribution of newspapers. For purposes of this  
71 subsection, (A) "internship" means supervised practical training of a  
72 high school student or recent high school graduate that is comprised of  
73 curriculum and workplace standards approved by the Department of  
74 Education and the Labor Department, and (B) "cooperative work-study  
75 program" means a program of vocational education, approved by the  
76 Commissioner of Education and the Labor Commissioner, for persons  
77 who, through a cooperative arrangement between the school and  
78 employers, receive instruction, including required academic courses  
79 and related vocational instruction by alternation of study in school  
80 with a job in any occupational field, provided these two experiences  
81 are planned and supervised by the school and employers so that each  
82 contributes to the student's education and to his employability. Work

83 periods and school attendance may be on alternate half days, full days,  
84 weeks or other periods of time in fulfilling the cooperative work-study  
85 program.

86 (d) Each person who employs a minor under the age of eighteen  
87 years shall obtain a certificate stating the age of such minor as  
88 provided in section 10-193. Such certificates shall be kept on file at the  
89 place of employment and shall be available at all times during business  
90 hours to the inspectors of the Labor Department.

This act shall take effect as follows and shall amend the following sections:		
---	--	--

Section 1	<i>October 1, 2015</i>	31-23
-----------	------------------------	-------

***LAB***      *Joint Favorable*